**Name : Rebecca Gaw**

**Article:** “Distinguishing the Essential from the Important: Using Research to Strengthen the Use of Standards for Administrator and Licensure Programs”

* What were the key points highlighted in the article?
* There is clear evidence that school leadership has the ability to make a positive impact or a negative impact on student achievement.
* Research from Balanced Leadership Framework and the ISLLC standards show that while they may not be exactly the same, they do have many common threads that show characteristics of effective leaders.
* More than ¼ of the Balanced Leadership practices is not reflected in the ISLLC indicators.
* Effective school leaders understand 1st and 2nd order change and know how to lead their staff through effective change
* The end of the article had recommendations for policymakers regarding principal licensure, educating principals in research-based practices as well as on-going professional development
* Review the crosswalk of McRel’s work. What is the correlation between the crosswalk, the article, and the Iowa Standards for School Leaders?

I believe that McRel’s work, the article and the Iowa Standards for School Leaders correlate in one fashion or another. They may be named different things, but they all identify characteristics of effective leaders. Iowa “Culture of Learning” is McRel’s affirmation, contingent rewards, culture, knowledge of curriculum/instruction assessment, monitors/evaluates, relationships and visibility. The Article stressed leadership effects student achievement and an effective leader can lead his/her staff through change. Both of these ideas are imbedded in the Iowa Standards. It seemed that McRel’s work put more significance on Shared Vision and Culture of Learning where the Iowa Standards says they are all important. All three, McRel’s work, the article and the Iowa Standards for School Leaders have the most important things in common. They just categorize them in different ways.

* What are the pluses and minuses of focusing *daily* on the standards and the leadership responsibilities in your work with your building administrators?

I know that all of the Iowa Standards for School Leaders is important, I just don’t see how it is possible for a principal to do everything well every single day. I think everyone has their strengths and weaknesses. As a school leader we need to figure out where our weakness are, look for research and data to back up our plan for change and know how to best implement change in our own schools. Much of this means looking at our own strengths and weaknesses as a school leader and continually search for in-service to effectively strengthen those areas of weakness. We should also look for ways to collaborate with our peers, to talk about what is going well and what we are having difficulty doing. Discussing ideas is one of the best ways to look at yourself and see ways you can grow and change.

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